



### PERSON SPECIFICATION

**Penn Fields School is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share this commitment.**

<b>Job title</b>	KS3 & KS4 Maths Classroom Teacher  (KS2 Primary trained teachers welcome to apply)
<b>Responsible to</b>	Head of Maths
<b>Salary Grade/Range</b>	MPS / SEN1 Point (UPS applications considered)

<b>Criteria</b>	<b>Essential</b>	<b>Desirable</b>
<b>Education and Qualifications</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status.</li> <li>• Educated to degree level, or equivalent.</li> </ul>	<ul style="list-style-type: none"> <li>• Further relevant training and/or qualifications in special educational needs.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Key Stage 2, 3 or 4 experience</li> <li>• Significant and successful experience of teaching children within a mainstream or special school setting.</li> <li>• Experience of working with colleagues to set short term goals for individual students and of supporting the students to achieve these.</li> <li>• Experience of leading and managing other adults in a team situation.</li> <li>• Experience of working with professionals from a variety of outside agencies, for example social services, governors, local authorities and other agencies.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with SEN students.</li> <li>• Working with Key Stage 5 students</li> <li>• Working with students from a variety of cultural backgrounds.</li> <li>• Experience of curriculum subject leadership.</li> </ul>

<b>Professional Development</b>	<ul style="list-style-type: none"> <li>Recent and appropriate professional development.</li> </ul>	<ul style="list-style-type: none"> <li>An understanding of effective performance management.</li> </ul>
<b>Skills and Abilities</b>	<ul style="list-style-type: none"> <li>Able to demonstrate the skills of an excellent teacher.</li> <li>Ability to lead, enthuse and motivate other members of staff.</li> <li>Excellent communication skills, both written and oral.</li> <li>Good ICT skills.</li> <li>Ability to work professionally as a member of a team to gain the confidence of teachers, parents and carers and other external agencies.</li> <li>High level of emotional intelligence and very good interpersonal skills.</li> <li>Ability to build very effective relationships with children, to motivate learning and to build self-esteem.</li> <li>Ability to work independently with minimum supervision and to manage own work and time effectively.</li> <li>Ability to manage a budget.</li> <li>Ability to maintain confidentiality.</li> <li>Ability to use initiative and to innovate within the aims, ethos and policies of the school.</li> </ul>	<ul style="list-style-type: none"> <li>Ability to work collaboratively in a multi-professional team.</li> <li>First aid training.</li> <li>Minibus driver.</li> <li>Willingness to support extra-curricular activities.</li> <li>Willingness to support residential visits.</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>Knowledge and understanding of curriculum planning and development including National Curriculum.</li> <li>A good working knowledge of the range of programmes and strategies available to support children with different types of Special Educational Needs.</li> <li>A good understanding of the range of strategies that can be used to</li> </ul>	<ul style="list-style-type: none"> <li>Practical and theoretical knowledge of behaviour management.</li> </ul>

	<p>successfully support children with SEN.</p> <ul style="list-style-type: none"> <li>• A thorough understanding of the National Curriculum.</li> <li>• Knowledge of the roles of the various outside agencies available to provide support to the school.</li> <li>• Knowledge and understanding of safeguarding legislation and procedures.</li> <li>• An understanding of the principles of inclusion and a demonstrable commitment to inclusive education for all.</li> </ul>	
<p><b>Other Requirements</b></p>	<ul style="list-style-type: none"> <li>• Able to work flexibly and attend meetings and INSET days as required.</li> </ul>	

<p><b>Post holder signature:</b></p>	
<p><b>Print Name</b></p>	
<p><b>Date:</b></p>	